



Mark A. Baugh

Chief Diversity and Inclusion Officer

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Mark A. Baugh, Baker Donelson's Chief Diversity and Inclusion Officer, concentrates his practice in litigation and representing employers in employment-related issues.

Mr. Baugh represents and advises local, regional, and national clients in several states in employment-related disputes and investigations.

He has successfully tried cases in both state and federal courts in several states. Mr. Baugh has significant experience litigating both jury and bench race, age, gender, religion and disability discrimination lawsuits, wage and hour class and collective actions and retaliation claims. Mr. Baugh's extensive trial experience provides him with the experience to work closely with clients in resolving employment disputes in the manner most beneficial to the client.

Mr. Baugh is a member of Baker Donelson's Board of Directors.

Representative Matters

- Successfully represented client in federal court jury trial against claims for violation of the ADA, FMLA and FMLA Retaliation.
- Successfully represented client in federal court jury trial against claims for national origin and religious discrimination in violation of Title VII and the Tennessee Human Rights Act and for breach of employment contract.
- Successfully represented client in federal court jury trial against claims for violation of FMLA.
- Represented a farming supply company in a malicious prosecution and false imprisonment case valued at \$6 million.
- Successfully represented client in federal court jury trial against claims for race discrimination and retaliation in violation of the THRA and Title VII.
- Obtained favorable resolution for client in FLSA matter in federal court.
- Obtained preliminary injunction enjoining international arbitration of breach-of-contract and defamation claims against individual corporate officer of manufacturer of water filtration technology.
- Successfully represented a multinational company in arbitration for breach of employment contract brought by employee and subsequent counter-complaint.
- Successfully represented a technology company against claims for violation of non-solicit and non-compete in state court.
- Successfully represented shareholders in claims of breach of fiduciary duty claims brought by former shareholder and employee.

Professional Honors & Activities

- Named a 2020 BTI Client Service All-Star
- Named to the *Nashville Business Journal's* "Best of the Bar" (2018)
- Chair – Workers' Compensation Section of the ABA Tort Trial and Insurance Practice Section (2005 – 2006)
- Member – American Bar Association, Labor and Employment and Litigation Sections
- Member – American Bar Association, Tort Trial and Insurance Practice Section
- Barrister – Harry Phillips Inn of Court

- Assistant Examiner – Tennessee Board of Law Examiners
- Former Hearing Panel Member – Tennessee Board of Professional Responsibility
- Listed in *Best Lawyers in America*® in Employment Law – Management and Labor and Employment Litigation (2018 – 2022)
- Member – Association of Law Firm Diversity Professionals



Publications

- "When Failure is Not an Option: A Story of Passion and Perseverance," *Women's Initiative Newsletter* (May 2021)
- "Baker's Dozen: Honoring Moms Everywhere," *Women's Initiative Newsletter* (May 2021)
- "Baker's Dozen: How Do You Take a Breath?," *Women's Initiative Newsletter* (September 2020)
- "From the Classroom to Court: Tuition Reimbursement Lawsuits" (June 4, 2020)
- "Baker's Dozen: Gift Giving," *Women's Initiative Newsletter* (December 2019)



Speaking Engagements

- "Legal Perspective of the Tsunami of Change in Human Resources," Tennessee SHRM Conference (November 2020)
- "Bridging the Great Divide: Settlement, Litigation or Trial" (July 2019)
- Panelist – "Modern Diversity & Inclusion 'Challenges' and Strategies for Success: Law Firm Perspective," Memphis Bar Association, University of Memphis Cecil C. Humphreys School of Law (August 2018)
- "Standing at the Intersection of Workplaces Injuries: When Both the Federal and State Governments Get Involved," L&E conference, Philadelphia, Pennsylvania (November 2015)
- "The Next Level with Diversity and Inclusion," Nashville, Tennessee (August 2015)
- "College Athletes, Graduate Students and Volunteers: New Paradigms and New Solutions," Naples, Florida (February 2015)
- "Implementing a Diverse and Inclusive Work Place Program: Breaking Through the Diversity Wall," Memphis, Tennessee (September 2012)
- "Election Season is Here: Politics and Religion in the Workplace," Third Thursday L&E Breakfast Briefing (March 2012)



Webinars

- Title IX Professionals Panel: Exploring What the New Regulations May Bring for the 2021-2022 School Year (July 2021)
- Distanced Inclusion in the Workplace: How to Champion Diversity and Inclusion During a Global Pandemic (May 2021)
- Putting Practices and Fundamental Changes in Place for Diversity and Inclusion (September 2020)



Education

- Vanderbilt University School of Law, J.D., 1992
- Tennessee State University, B.S., 1989



Admissions

- Tennessee, 1993
- U.S. District Court for the Middle District of Tennessee
- U.S. Court of Appeals for the Sixth Circuit
- U.S. Supreme Court